



## Agenda

# RACIAL JUSTICE OVERSIGHT BODY

June 6, 2023

10:00 a.m. to 12:00 p.m.

### PUBLIC ACCESS AND PUBLIC COMMENT INSTRUCTIONS:

The public may attend this meeting in person at the County Administration Bldg. located at 1025 Escobar Street, Martinez, California 94553

The public also may attend this meeting remotely via Zoom or call-in. Login information and call-in information is provided below.

### HOW TO JOIN THE MEETING VIA ZOOM:

<https://us06web.zoom.us/j/89151973732?pwd=a1o0eFRXTDFQK0MzK1g3RUdLMHdDQT09>

### HOW TO JOIN THE MEETING VIA CALL-IN:

Zoom meeting Dial-In-Number: (669) 444 9171

Meeting ID: 891 5197 3732

Passcode: 882716

### HOW TO PROVIDE PUBLIC COMMENT:

Persons who wish to address the Racial Justice Oversight Body (RJOB) during public comment on matters within the jurisdiction of the RJOB that are not on the agenda, or who wish to comment with respect to an item on the agenda, may comment in person, via Zoom, or via call-in. Those participating in person should make public comment when called upon. Those participating via Zoom should indicate they wish to speak by using the "raise your hand" feature in the Zoom app. Those calling in should indicate they wish to speak by pushing \*9 to raise your hand and \*6 to unmute on their phone.

All public comments will be limited to 2 minutes per speaker.

## Special Meeting

1. Welcome, Introductions, and Announcements
2. Public Comment on any item under the jurisdiction of the RJOB and not on this agenda.
3. Presentation from the Center for Policing Equity (**Attachment 1; See Pg. 4-15**)
4. Discuss Next Action Steps following April 27<sup>th</sup> Quarterly Meeting
  - Discuss and review RJOB Public Statement (**Attachment 2; See Pg. 16**) [VOTE]
  - Discuss hosting Community Listening Sessions/Healing Circles
  - Discuss reporting update to Equity/PPC Committee
  - Discuss and review Sheriff's Office Quarterly Report (**Attachment 3; See Pg. 17-32**)
5. Review of RJOB's Role and Authority To Implement/Execute Work Plan

6. **Adjourn to Next Quarterly Meeting:** TBA

☺ *The Office of Reentry & Justice will provide reasonable accommodations for persons with disabilities planning to attend Racial Justice Oversight Body meetings. Contact the person listed below at least 72 hours before the meeting.*

• *Any disclosable public records related to an item on a regular meeting agenda and distributed by the County to a majority of members of the Racial Justice Oversight Body less than 96 hours prior to that meeting are available for public inspection at 50 Douglas Drive, Suite 202, Martinez during normal business hours.*

• *Public comment may be submitted via electronic mail on agenda items at least one full workday prior to the published meeting time.*

**For Additional Information Contact:**

**Patrice Guillory**  
Office of Reentry & Justice  
Phone (925) 313-4087; Fax (925) 313-4191  
**Patrice.Guillory@orj.cccounty.us**

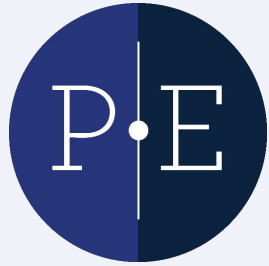
## Glossary of Acronyms, Abbreviations, and other Terms (in alphabetical order):

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

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AB	Assembly Bill	HIPAA	Health Insurance Portability and Accountability Act
ABAG	Association of Bay Area Governments	HIV	Human Immunodeficiency Syndrome
ACA	Assembly Constitutional Amendment	HOV	High Occupancy Vehicle
ADA	Americans with Disabilities Act of 1990	HR	Human Resources
AFSCME	American Federation of State County and Municipal Employees	HUD	United States Department of Housing and Urban Development
AICP	American Institute of Certified Planners	Inc.	Incorporated
AIDS	Acquired Immunodeficiency Syndrome	IOC	Internal Operations Committee
ALUC	Airport Land Use Commission	ISO	Industrial Safety Ordinance
AOD	Alcohol and Other Drugs	JPA	Joint (exercise of) Powers Authority or Agreement
ARRA	American Recovery and Reinvestment Act	Lamorinda	Lafayette-Moraga-Orinda Area
BAAQMD	Bay Area Air Quality Management District	LAFCo	Local Agency Formation Commission
BART	Bay Area Rapid Transit District	LLC	Limited Liability Company
BCDC	Bay Conservation & Development Commission	LLP	Limited Liability Partnership
BGO	Better Government Ordinance	Local 1	Public Employees Union Local 1
BOS	Board of Supervisors	LVN	Licensed Vocational Nurse
CALTRANS	California Department of Transportation	MAC	Municipal Advisory Council
CalWIN	California Works Information Network	MBE	Minority Business Enterprise
CalWORKS	California Work Opportunity and Responsibility to Kids	M.D.	Medical Doctor
CAER	Community Awareness Emergency Response	M.F.T.	Marriage and Family Therapist
CAO	County Administrative Officer or Office	MIS	Management Information System
CCHP	Contra Costa Health Plan	MOE	Maintenance of Effort
CCTA	Contra Costa Transportation Authority	MOU	Memorandum of Understanding
CCP	Community Corrections Partnership	MTC	Metropolitan Transportation Commission
CDBG	Community Development Block Grant	NACo	National Association of Counties
CEQA	California Environmental Quality Act	OB-GYN	Obstetrics and Gynecology
CIO	Chief Information Officer	O.D.	Doctor of Optometry
COLA	Cost of living adjustment	OES-EOC	Office of Emergency Services-Emergency Operations Center
ConFire	Contra Costa Consolidated Fire District	ORJ	Office of Reentry & Justice
CPA	Certified Public Accountant	OSHA	Occupational Safety and Health Administration
CPI	Consumer Price Index	Psy.D.	Doctor of Psychology
CSA	County Service Area	RDA	Redevelopment Agency
CSAC	California State Association of Counties	RJOB	Racial Justice Oversight Body
CTC	California Transportation Commission	RJTF	Racial Justice Task Force
dba	doing business as	RFI	Request For Information
EBMUD	East Bay Municipal Utility District	RFP	Request For Proposal
EIR	Environmental Impact Report	RFQ	Request For Qualifications
EIS	Environmental Impact Statement	RN	Registered Nurse
EMCC	Emergency Medical Care Committee	SB	Senate Bill
EMS	Emergency Medical Services	SBE	Small Business Enterprise
EPSDT	State Early Periodic Screening, Diagnosis and treatment Program (Mental Health)	SWAT	Southwest Area Transportation Committee
et al.	et ali (and others)	TRANSPAC	Transportation Partnership & Cooperation (Central)
FAA	Federal Aviation Administration	TRANSPLAN	Transportation Planning Committee (East County)
FEMA	Federal Emergency Management Agency	TRE or TTE	Trustee
F&HS	Family and Human Services Committee	TWIC	Transportation, Water and Infrastructure Committee
First 5	First Five Children and Families Commission (Proposition 10)	UCC	Urban Counties Caucus
FTE	Full Time Equivalent	VA	Department of Veterans Affairs
FY	Fiscal Year	vs.	versus (against)
GHAD	Geologic Hazard Abatement District	WAN	Wide Area Network
GIS	Geographic Information System	WBE	Women Business Enterprise
HCD	(State Dept of) Housing & Community Development	WCCTAC	West Contra Costa Transportation Advisory Committee
HHS	Department of Health and Human Services		

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Center For  
**POLICING EQUITY**

**Contra Costa County**  
Racial Justice Oversight Body

June 2023



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## Q&A

# Center for Policing Equity (CPE)

## CENTER FOR POLICING EQUITY (CPE)



### COMPLEMENTARY LANES OF WORK

- **Reducing harm** within existing public safety systems.
- **Redesigning** public safety systems that center, safeguard, and empower communities.

### SAMPLE INITIATIVES

- **Justice Navigator:** Flagship product using policing administrative data to identify racial inequities in stops, use of force (UoF)
  - High-level review of agency policies
  - High-level recommendations for changes
- **COMPSTAT for Justice (C4J):** Comprehensive data-driven partnership with policing agencies to reduce racial inequity
  - Each 3 to 5 year engagement includes mixed-methods research, policy review, and community engagement to create recommendations that address situational risks that lead to racial inequities.

# Triage Response Team (TRT)

The TRT team is a **multidisciplinary team**.

TRT includes:

- VP, Senior Director, and Director
- Impact and Engagement Managers
- Program and Project Managers
- Community Engagement Team
- Policy Team
- Law Enforcement Initiatives Team
- Qualitative Researchers
- Quantitative Researchers



# Triage Response Team



The 2020 Black Lives Matter nationwide protests in response to the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery motivated many city officials and police chiefs to reach out to CPE to discuss public safety redesign.

In 2021, the Triage Response Team was established to expansively respond to these site & community specific needs, and develop data-driven strategies that shift focus and resources from systems of punishment to systems of care.



# What TRT Offers

## SERVICES



Redesigning public safety systems will take out-of-the-box thinking, innovation, and experimentation. As such, TRT is designed to work dynamically and flexibly utilizing the mosaic of strengths on our team.

Our bespoke services fall broadly into the following categories:

- **Research**
- **Consulting & Recommendations**
- **Community Engagement**
- **Project Coordination**

Types of engagements

- **Light touch**
- **Thought partnerships**
- **Strategic partnerships**

# Common Police Reform Efforts

## CONSENT DECREES

- Mandatory reforms for police agencies
  - New training
  - Hiring and promotion criteria
  - Internal review
  - Outside scrutiny

## CONSIDERATIONS

- Effectiveness is an open question
- Need for deeper culture change
- Costly fees
- Focus on harm reduction



# Strategies for Public Safety Redesign

## Ithaca

- Collaborative process to offer recommendations
- Reports approved by city and county
- Creation of a Community Justice Center

## Atlanta

- Atlanta Policing Alternatives & Diversion (PAD) design team
- Design of a local pilot
- Launched Community Response Services

## Newark

- Public Safety Collaborative
- Data-Informed Community Engagement (DICE)
- Coordinated responses for public safety

## Reimagining Public Safety Collaborative

- Large-scale effort to advertise process
- Public forums and community engagement
- Working Groups (e.g., data, research, communications)
- Focus groups and interviews
- Analysis of findings and report production – passed by city and county

### Outcomes

Major recommendations included

- Replace police department with public safety department, led by civilian director and with three components:
  - Armed response unit
  - Unarmed response unit
  - Mental health response unit
- Data standardization and transparency
- Demilitarize law enforcement
- Creation of a Community Justice Center to lead implementation



# Atlanta



## Policing Alternatives & Diversion Initiative (PAD)

- Multidisciplinary team visited Seattle's LEAD program
- Unanimous Council/Board votes for PAD Design Team
- 18-month process to design local pilot of diversion and care navigation strategy
- In partnership with 311, launched Community Response Services for quality of life concerns related to mental health, substance use, or extreme poverty
- The Fulton County Board of Commissioners also adopted a resolution to create a diversion center, funded by city and county



# Newark



## Newark Public Safety Collaborative (NPSC)

- Supports efforts to reduce violent crime
  - Data-Informed Community Engagement (DICE) – making data analytics and research evidence accessible to local community groups and change agents
  - Empower community organizations to become co-producers of public safety
  - Mobilize community resources and expertise to problem-solve Newark's most pressing crime issues
- DICE uses Risk Terrain Modeling 'RTM' to diagnose crime problems, form risk narratives, and develop place-based strategies
- Example: Newark Community Solutions and the South Ward Children's Alliance



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Center For  
**POLICING EQUITY**

Dear Equity Committee/Public Protection Committee Members:

The Racial Justice Oversight Body (RJOB), in its capacity as an advisory body to the Board of Supervisors which seeks to be the embodiment of the hard work and organizing power of community and to implement strategies that will achieve racial equity in Contra Costa County criminal legal systems, is profoundly disheartened by the recent news of the racist text scandal involving several officers of the Antioch Police Department.

We strongly condemn this behavior in any form, but most especially among law enforcement agencies. We recognize that this has caused immense harm specifically targeted toward communities of color and has demonstrated an erosion of public trust. We know that these were not just meaningless words between officers but are indicative of racial bias and animus which has far-reaching implications as to how these officers performed their duties and may well have directly impacted the disparate outcomes for communities of color which this Body was assembled to address.

We also believe it is important to state that this incident only confirms the often-unacknowledged complaints, allegations, and suffering of Black and Brown community members who are fully aware of the existence of such blatant racism based on their experiences, but whom so often do not have the evidence to prove it. This is outright, explicit, and overt racism. There is no amount of implicit bias or other such related training that can reverse deeply held beliefs that are openly shared and met with complacency and silence among the leadership and the rank-and-file. Over the last few years, the RJOB has worked tirelessly to uplift strategies and pursue opportunities institutionalize change that will lead to a reduction in racial disparities across our local criminal justice system, and it is occurrences such as this that deter the County's movement to realize racial equity and social justice. It is of utmost importance that we begin the hard work that is before us of addressing the larger systemic issues that allow systemic racism to be pervasive in our legal system.

We commend the Board of Supervisors for providing adequate resources to the county's Public Defender and District Attorney Offices to support the swift and timely reviews of cases that may have been compromised by the involved officers. We also commend Congressmen DeSaulnier and Garamendi for their calls for federal investigation into this matter, as well as Attorney General Bonta's pursuit of civil rights violations. While we understand the grave importance of the varying levels of governments' ability to respond to the incident currently at hand, we must also work diligently toward structural change locally which will ensure that such racism cannot continue.

Finally, we call on County leaders to partner with experts in policing reform, such as the Center for Policing Equity, to identify, endorse, and implement strategies that will support making our ability to reimagine public safety and justice a reality for all Contra Costa County residents. The Racial Justice Oversight Body looks forward to the day when we will no longer need to respond to the unveiling of entrenched racism within our local system, however, until that day comes, the work continues and we urge you to join us in leading that change.

# Contra Costa County Office of the Sheriff



## Quarterly Oversight Report January – March 2023

# Custody Services Bureau

## Total Number of Bookings

	2022	2023
January to March	5,101	4,207

## Total Number of Custody Alternative Participants

	2022	2023
January to March	727	380

# Custody Services Bureau

## In-Custody Deaths

	2022	2023
January to March	0	1

## Assaults on Staff

	2022	2023
January to March	22	17

## Narcan Deployments

	2022	2023
January to March	0	2

Narcan deployments began to be tracked in July 2022

# Custody Services Bureau

## ICE I-247A Requests for Notification

### Total Requests for Notifications Received

	2022	2023
January to March	98	105

### Total Notifications Actually Made

	2022	2023
January to March	38	30

# Custody Services Bureau

## ICE I-247A Requests for Notification

### Notifications on the Same Person

	2022	2023
January to March	10	0

### Net Notifications Made

	2022	2023
January to March	28	30

# Custody Services Bureau

## Inspections in the Second Quarter

- Board of State and Community Corrections
  - April 2023 – Virtual Pre-Inspections
  - June 2023 – In-person site visits
- Prison Law Office
  - April 3 and 4, 2023 – In-person site visit
- Medical Auditor
  - June 5 and 6, 2023 – In-person site visit

# Custody Services Bureau

## Contraband Examples



# Field Operations Bureau

## Total Calls for Service

	2022	2023
January to March	81,945	82,878

## Assaults on Staff

	2022	2023
January to March	7	4

# Field Operations Bureau

## A3 (Anyone, Anywhere, Anytime) Requests

	2022	2023
January to March	0	231

## A3 Responses

	2022	2023
January to March	0	6

## Mental Health Evaluation Team Deployments

	2022	2023
January to March	94	72

# Field Operations Bureau

## Non-Violent Welfare & Institutions Code 5150 Calls

	2022	2023
January to March	333	271

## Violent Welfare & Institutions Code 5150 Calls

	2022	2023
January to March	41	24

## Total Welfare & Institutions Code 5150 Calls

	2022	2023
January to March	374	295

# Field Operations Bureau

## Writ of Possession of Real Property Requests Received

	2022	2023
January to March	215	597

## Writ of Possession of Real Property with Tenant Removal

	2022	2023
January to March	54	89

## Tenant Removal with Use of Force

	2022	2023
January to March	0	1

# Support Services Bureau

## Total Number of Coroner's Cases

	2022	2023
January to March	237	229

## Total Number of Autopsies

	2022	2023
January to March	121	114

## Coroner's Inquests Conducted

	2022	2023
January to March	2	2

# Administration Services Bureau

## Internal Affairs Investigations Initiated

	2022	2023
January to March	1	4

## Use of Force Incidents reported to State DOJ\*

	2022	2023
January to March	1	0

\* Government Code 12525.2 requires every law enforcement agency to furnish a monthly report to the Department of Justice, for all instances when a peace officer is involved in any of the following:

- An incident involving the shooting of a civilian by a peace officer
- An incident involving the shooting of a peace officer by a civilian
- An incident in which the use of force by a peace officer against a civilian results in serious bodily injury or death
- An incident in which use of force by a civilian against a peace officer results in serious bodily injury or death

# Notable Events

- All Sheriff's Office Sworn personnel completed implicit Bias training in the first quarter of 2023
- The Recruiting Unit traveled to New Orleans to attend the career fair held in conjunction with the Historical Black Colleges and Universities Legacy Bowl



# Notable Events

- The Office of the Sheriff's Citizens Academy is a six-week course offered to residents of Contra Costa County. The course covers the mission, duties, responsibilities, and services of the Sheriff's Office. The Spring Citizens Academy recently concluded with 13 graduates ranging from the Central, East, and West areas of Contra Costa County. The next Academy will occur in September.
- The Community Services Unit held a Martin Luther King, Jr Day Book Reading Day in East Contra Costa County and participated in the National Reading Across America Day.



# Notable Events

- On March 24<sup>th</sup> nineteen Office of the Sheriff recruits graduated from the 196<sup>th</sup> Basic Academy Class.
- On February 25<sup>th</sup>, the Custody Services Bureau went live with a new Jail Management System, an important step towards providing computer tablets for the incarcerated population which will increase education & entertainment options and video visitation.

